

REDACTED

Cliff Hancuff

FILED/ACCEPTED

OCT 13 2010

Federal Communications Commission  
Office of the Secretary

October 9, 2010

Federal Communications Commission  
445 12th St., SW  
Washington, DC 20554

Re: WC Docket # 10-192  
To whom it concerns,

This letter is purposed to advise you that since March 25, 2008 Cavalier Telephone and I have been engaged in protracted legal issues that persist to this day. Cavalier Telephone with intention towards great malice has subjected me to their self-funded private health care "death panel" of their devising in order to avoid the cost of the only effective treatment available to me, a double lung transplant. As of this writing I have 18% lung function remaining, less with each passing month, until it will be incompatible with life.

I have anticipated that Cavalier would position themselves for sale to a competitor in order to avoid their medical care responsibilities, as well as the civil remedies for their willfully unlawful acts, for well over a year. Cavalier and Paetec announced this sale on September 13, 2010. On September 16, 2010 I wrote an email addressed to Mr. Danny Bottoms, CEO; David Lynch, Executive Vice-President of Sales; Ms. Francie McComb, General Counsel; and Mr. Jeff Snyder, Co-Founder and Executive Vice-President of HR for Cavalier. In this letter I suggested they put off filing for FCC and SCC approval until they had the opportunity to review the filing I have been writing for the EEOC with regards to Cavalier Telephone's flagrant disregard for Department of Labor law\*.

Instead, rather predictably, Cavalier took the lead in applying for a FCC Streamlined Pleading Cycle, as is their right to do. I knew from the announcement of this sale that Cavalier would be in a hurry to obtain final regulatory approval to finalize their deal and in effect "take the money and run", leaving me without civil recourse.

It will soon be shown that EEOC bears responsibility for the delays that have prevented my access to a hearing in Federal Courts. This problem persists to this day. I will spare the details here as a Washington DC EEOC Office investigation will review and report on this issue.

Moreover, Cavalier and their third party administrator of health benefits have repeatedly and maliciously denied my COBRA benefits by returning \$5,000 (five thousand dollars) COBRA premiums I had send them sighting fraudulent reasons

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with each return of payment. Additionally they have, for well over 600 days, unlawfully denied my thrice repeated request to provide me all documentation related to these repeated denials of benefits. Under ERISA §502(c)(1)(B) a civil penalty for this refusal to provide this documentation, alone, can exceed \$2,000,000 (two million dollars).

**The above is all backgrounder for my reason for writing today.**

I have included three attached files with this letter. The first is the September 16 email to Cavalier that has included in the body text several previous emails to Cavalier dating back to March 27, 2008. The second is a screen capture of the FCC's Competition Policy Division: Division News <http://www.fcc.gov/wcb/cpd/> The third is a screen capture of Applications for Transfer of Control in Mergers and Acquisitions page <http://www.fcc.gov/wcb/cpd/214Transfer/>

I have been in touch with Sheree King of Virginia's State Corporation Commission (804)371-9707 [sheree.king@scc.virginia.gov](mailto:sheree.king@scc.virginia.gov) several times during the last year beginning in the latter half of 2009 regarding my concerns that Cavalier would sell themselves as a method of shirking their responsibilities. It was the only logical explanation for Cavalier's unrelenting reckless disregard for law. In 2009 Ms. King had directed me to the FCC's "Division News" page above as the place to watch. Ms King advised me yesterday that the SSC has assigned this Cavalier Paetec deal Case # PUC-2010-00059 and that the SSC follows the FCC process when the FCC streamlines a case.

I also spoke with Dennis Johnson, Competition Policy Division, Wireline Competition Bureau, (202) 418-0809, [djohnso@fcc.gov](mailto:djohnso@fcc.gov) yesterday, September 8, about the delayed posting of public notice at <http://www.fcc.gov/wcb/cpd/>, a notice that didn't appear at all until later in the day at <http://www.fcc.gov/wcb/cpd/214Transfer/>. Comparing the two now raises an interesting question. How did the Cavalier Paetec deal get inserted into date order on the first page, while being the only posting that is out of order on the second? However, the far more significant question is the why was there a delay from the FCC filing date of September 30 2010 and the first public notice, after hours, on September 8<sup>th</sup>, 2010? Monday, September 11 is a federal holiday. This FCC "shortdating" of public notice only leaves 2 business days for public comment, rather than the two calendar weeks normally assigned to FCC's streamline process.

I am meeting with Ms. Sarah Brown of Senator Jim Webb's office on Tuesday, October 12, 2010. I will present her with several copies my 300 page EEOC complaint I mention in my email to Cavalier (email included here). I will also have sent multiple copies to the EEOC in Richmond, VA; Raleigh NC; and Washington, DC, as well as the Justice Department. I request that the FCC grant them additional time to comment on this Cavalier Paetec transaction.

Forgive me for closing with a brief editorial comment, I know it is not relevant to these matters: There was quite a bit of hyperventilating hyperbole regarding the new health care reform bill will be creating death panels. I can personally attest that the private

sector has them now, and in my case it bears the name of Cavalier Telephone, LLC. There was a time when I never thought I'd live see the day such devious and deviant disregard for human life could occur in our country, let alone that I would be subjected to it. I suspect Cavalier is equally surprised — that I lived to see this day.

(\*Given the flagrancy and malicious intent involved in these matters It has also been suggested that criminal charges against the principles of Cavalier, their in-house counsels and their HR department, both past and present, as well as Cavalier's Third Party Administrator of their employee health plan and their parent company, as well as HealthCare Strategies, a company Cavalier subcontracted to provide them with "predictive care" services about my health, charged under The RICO Act.

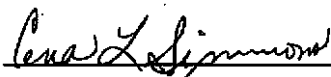
"HealthReach, our signature program, uses next-generation technology combined with human expertise to forecast who the highest claimants will be over a period of 12 months and beyond." [http://www.hcare.net/programs\\_healthreach.aspx](http://www.hcare.net/programs_healthreach.aspx))

Respectfully submitted,

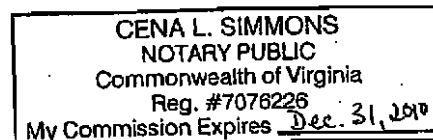


T. Clifford Hancuff

Subscribed and sworn to before me, this 9th day of October 2010.



NOTARY PUBLIC



My commission expires: December 31, 2010.

cc: Joel H. Peck; Clerk, State Corporation Commission  
Thomas M. Colclough; Director, Raleigh Field Office, EEOC  
Patricia W. Glisson; Director, Richmond Field Office, EEOC  
Rosalind Hall-Smith; CR/TIU Supervisor, Richmond Field Office, EEOC  
Stuart J. Ishimaru, Commissioner EEOC  
Jacqueline A. Berrien, Chair EEOC  
James H. Webb, Jr.  
Eric H. Holder, Jr.  
Dr. William R. Hancuff, Jr.

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From: CHancuff@aol.com  
To: dbottoms@cavtel.com, dalynch@cavtel.com  
CC: femccomb@cavtel.com, jsnyder@cavtel.com  
Sent: 9/16/2010 11:32:18 P.M. Eastern Daylight Time  
Subj: Let Us Take a Moment to Reflect

This is a primer. Approximately 300 pages to be forwarded by land mail soon. The final touches are still being made.

Some would suggest that finding a reason to postpone your FCC and SCC filings until the rest arrives for you folks to sort through is an idea that has merit. As of this morning no filings have taken place.

David, I would like to state, again, that creating a new position for Tiffany Mondillo was one of the best corporate engineering implementations I've ever been exposed to. I'm sorry this has become a necessity. Others here have had many opportunities to avoid this. Some folk tend to become fussy when companies, who self-fund their employees' health insurance, annoint themselves a "death panel".

Ms. Francie, it is with great warmth in my heart that I cordially introduce you to Mr. Jeff. Some would find it foolheartly if you choose to involve the police and the town of Herndon, or any other law enforcement agency you fancy as a corporate tool, again ... especially the Pennsylvania Bar.

Sincerely,  
Cliff Hancuff

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From: CHancuff@aol.com  
To: dbottoms@cavtel.com  
Sent: 4/10/2009 2:25:46 A.M. Eastern Daylight Time  
Subj: Fwd: Regarding today's appeal

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Dear Mr Bottoms,

Today I sent your office a fax, in which, I made mention of Tod's perjury during our hearing. I write you now to inform you that, I too, perjured myself at this hearing. Ms Tippet insightfully asked me if I had recorded any Cavalier customers at any time. I said no, and explained that when out of the office for any reason, my reason for making these recordings weren't important, so I shut my recorder off.

Mr William picked up on the significance of Ms Tippets line of questioning, when I failed to. He asked me if I made recordings while on the telephone at my desk. I answered "yes".

He then asked asked me if I had reviewed any of the recordings I made. Flustered, by Mr William's abuse that had previously taken place, I misinterpreted his question. I won't trouble you to explain what I thought I was asked, it's pretty stupid. I answered "no".

I was disoriented at the conclusion of our hearing, wondering why Mr William was so abusive. During my struggle to figure out why I was abused, I realized I had lied under oath, at about 5:30. It took me about 30 minutes to compose the email below to Mr William. I was so flustered by the abuse of the person who's decision could terminate my sole source of income, I wanted to make certain he understood that I knew how serious my violation of law was.

I forward to you, at this time, my email to Mr William. I'm quite certain I left Ms Tippet with the same impression I gave Mr William, that I was hiding evidence that I had ever recorded Cavalier's customers.

Please express my apology to Ms Tippet, for not giving her the information she needed during our hearing, to establish that I had always represented Cavalier's interests well, while employed there.

Out of respect for Cavalier's high standards for looking out for their customers' interests, I forward Mr William's email, below. Please note the date and time stamp, if you find it relevant. I will be more than happy to support any Cavalier efforts with the VEC to have access to the VEC mail servers records, if you find the inclination to wonder about this date and time stamps validity.

Tod's not the only one who values his integrity. A part of my respect for his professionalism comes from nothing more complex than this: I value mine, too.

If you don't mind my editorializing for a brief moment, before I close. The illness I have deprives me of oxygen. The outward symptoms, when my condition progresses to it's final stages, it will mimic Alzheimer's. For now, my symptoms mimic intoxication. I don't have reservations discussing my health with you, in this context.

It has never been my intention to harass Cavalier, while I worked there, nor to this day. ALL evidence to the contrary is nothing more than a display of my anger and frustration that I could find no method to get HR off my back about a WH-380 note, Ms Mullin's ignoring my question to her "is Cavalier self insured" 8 times. Ms Mullins ignoring my question to her "was the print queue secured" 8 times. I rarely discussed my problems with HR, with Tod McAtee. When I did, he respectfully requested that I didn't, that it was between me and HR, and did not involve his job responsibilities. It did not matter how frustrated I was, Tod's demeanor made it obvious why I would be motivated to respect his requests. I do, however, remember events where I stated very clearly, "All I want is for HR to get off my back, so I can do my job."

If you find cause, please call him and ask if this is true. It may help you figure out what the hell dropped out of the sky, and onto your desk, just a few days ago.

It has never been, and is not now, my intention to harass anyone at Cavalier. I will, however, find the time and inclination to pursue the egregious violations of my rights at Cavalier ... to the fullest extent of law. If the inconvenience of that, for Cavalier, gets interpreted as harassment by anyone, I can assure you it's not. It serves only one valid purpose. I'm mad as hell for what was done to me at Cavalier, and I don't give a moments concern to any inconvenience this may cause your company, including you. Yes, you will be served a subpoena to testify at the civil litigation to follow, regarding Ms Sharon's, and then, Ms Mullins' slander. Those courts, and I, will find your testimony essential. The actions you took to correct Ms Sharon's misdeeds, and Ms Mullins misdeeds will weigh significantly for this court, in establishing what remedy would be appropriate.

A lack of any of the actions clearly required of a any responsible CEO will establish for a different court, your complicity in the violations of my rights.

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I can tell you one thing, for certain. If anyone in your HR department is continuing similar mischievous behavior with other Cavalier employees, the only way you'll find out about it, is when it gets dropped on your desk, unexpectedly, as it did here. I'll bet you a dollar it's true.

You may find value in pausing at this moment to reflect; again, on this: All of this could have been avoided, had more skillful folks occupied significant positions within your HR department. Ask Tod.

Cliff Hancuff

PS I don't think you fully understood the significance of my first contact with you. I trust by now you have enough information to proceed responsibly from here. I'll give you a "Mulligan" for Cavalier sending a rumor monger, Ms. Tippet, instead of someone who had first hand experience with the problems I created, say like ..... give me a moment, let me think ... ah yes, Ms Sharon, or Ms Mullins. Better still, both. I would have delighted in exposing their righteous indignation at my horrendous disruption of their peaceful workplace existence, as not just as imaginary, but the sole source of every issue you and I face, right now, today.

I look forward to the opportunity to do precisely this in a trial, if a satisfactory resolution is not offered at mediation ... without much fuss given to sizing up what your representative(s) think I may be willing to settle for. I'm a salesman. I have a pretty keen sense of when someone's fishing. I can only think of a couple three times I missed it. None of those circumstances involved an attorney. They were beautiful ... but I digress. Virginia statute defines the max amount, if I'm guessing right. If Cavalier wishes to avoid the costs of litigation, I'd find it reassuring if your representatives arrived with an offer that exceeds that limit. I'm pretty angry, as you may have realized already. Make certain anyone you send has the full understanding that this mediation, and settlement, has only EEOC issues on the table. I won't respond well if a document offered for signature to settle doesn't clearly indicate this.

In closing, it was completely unfair to Ms Tippet, for Cavalier to send her. I owe no one an apology for my questions. I'm sure she found them unexpectedly confrontational. She didn't know what hit her. I do

apologize to her for other reasons, including the one listed above.

If you've not contacted outside counsel, today would a good day.

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From: CHancuff@aol.com  
To: dbottoms@cavtel.com  
Sent: 4/10/2009 3:13:57 A.M. Eastern Daylight Time  
Subj: PS

If ANYONE at Cavalier gets the inclination to use my revelation to you about my medical condition in my previous email regarding "drunk" as any indication of my fitness to hold a job, I will not take it well. I don't think it would serve Cavalier well to draw more attention to the harm that has been done to me, than I intend to do.

This addendum is to let you know I'm quite aware how anxious some at Cavalier are to find relief from what was done to me. They will become more so in the future. It would be pretty silly to use "drunk". It would do little more than expose a poorly thought out Cavalier intention. I'd offer our correspondence as evidence that Cavalier is wrong. I'd be happy to let a judge decide if you choose to use "drunk" constitutes additional slander. The evidence of Cavalier's history in this regard is quite compelling.

I'm NTBFW. Let's get this settled, ASAP. We both have better, more productive things to do.

Cliff Hancuff

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From: CHancuff@aol.com  
To: dbottoms@cavtel.com  
Sent: 4/10/2009 2:10:57 P.M. Eastern Daylight Time  
Subj: PPS

Dear Mr Bottoms,

An employment lawyer acquaintance just returned my call. She said I should be careful not to write you too often, because my repeated contacts with you may serve as evidence of my harassing Cavalier over ... well, sour grapes.

I assure you, this has never been my intention. Every contact with you has been purposed towards my goal to complete this nonsense with Cavalier, and get on with the time I have left.

If you speak with any attorney who might suggest to you that dying isn't sufficient cause for my frenzied correspondence with you, you may find that cause for doubting further advice from them, if nothing more.

The cause for my frenzie ... well, you know. I won't belabor the obvious. There may be some who suggest some previous post-employment email sent to Cavalier, from me, is sufficient cause for the pursuit of harassment. I'm quite certain that would be sour grapes, and entitle me to pursue Cavalier for harassing me with a charge of harassment. It won't be difficult to use this Cavalier charge, on the off chance it happens, as further evidence to bolster my case. I doubt we would disagree that we both have enough on our plates. Let's do what we can to keep our lives simple.

The motivation for my post-employment contacts with Cavalier has always been, and is now, to service my intention to complete the tasks Cavalier and I have in common, ASAP, so that any Cavalier involvement in my life gets completely eliminated quickly. I'm tired of reliving this horror.

I need to work on some other things before I do, so I won't be able to send you my last correspondence, by fax until tomorrow, perhaps later. When I do, you'll have a complete body of evidence and witnesses to proceed representing Cavalier's interests, however you interpret them, very well. You don't like getting these and I don't like writing 'em.

If all this stuff looks like a house of mirrors, it's because it is. Houses of mirrors are entertaining because of the task they are intended to provide.

Lets finish this, soon, *please*.

Sincerely yours,

Cliff Hancuff

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From: CHancuff  
To: sperkins@cavtel.com, dalynch@cavtel.com  
Sent: 3/27/2008 1:43:14 P.M. Eastern Daylight Time  
Subj: Fwd: my apologies

(David, I apologize for including you here. When I saw Todd and Noah meet with you last Tuesday after their meeting with me, as unfortunate as it is, I knew then that others have distracted you by getting you involved.)

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Hi Steve,

It pains me to inform you that I was unable to prevent Cavalier's HR department from continuing with their nonsense. I was terminated on Tuesday March 25 at 4:00PM. This has had the unfortunate repercussion of putting me in the position of exploring which state and federal agencies will need to become involved in my wrongful termination. It seems probable that I may also need legal counsel for the first time.

I've understood the difficult times Cavalier has been through since first starting work for this company. David Lynch has been a breath of fresh air with the actions he's taken to turn things around. It would pain me to distract Cavalier from these goals with the complex task of defending the actions taken by Cavalier's HR department. I would like to avoid putting Cavalier through the snarls of regulatory and legal processes, if that is possible.

Please take a moment to gather all written documentation Cavalier has regarding the mischief Ms Sharon and Ms Mullins have postured themselves as entitled to for the purpose of submitting them to outside counsel, if you choose to do so. I recommend it. A quick review of HR's documentation will demonstrate that I have already gone to extraordinary lengths to protect Cavalier from their HR department's actions. Cavalier's HR has just recently increased Cavalier's legal exposure by their slander or libel (both?) of me with Todd McAtee and Noah Bason, and perhaps David Lynch.

Please feel free to take 10 business days from the date and time stamp of this email to respond with any suggestions of how you would like to engage Cavalier and myself in alternate processes. This should be ample time for outside counsel to review this documentation. Failure to receive a response from Cavalier or one of their legal representatives within this time frame will constitute a rejection of this offer. I will warn you, I am more than a little upset by all of this, so please make sure any alternative process you wish to offer, if any, demonstrates a clear indication of contrition on Cavalier's part. If there is even the slightest indication of avoidance, delay or obfuscation tactics on the part of Cavalier or its representatives in this matter, this offer of an engagement in an alternative process will terminate.

I'll remind you of something I wrote you already: I have a lifelong belief that attorneys are only for those who can't talk to each other. (Some would say my commitment to this is a validation of my Irish stubbornness.) It's getting very close to the time when I just may have to concede that a communication breakdown has, in fact, already occurred.

Once again, sorry for troubling you. I can't express enough how I wished all of this could have been avoided.  
Cliff Hancuff

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From: CHancuff@aol.com  
To: dbottoms@cavtel.com  
Sent: 4/13/2009 3:30:15 A.M. Eastern Daylight Time  
Subj: Fwd: SHARON "FULLY AWARE" FW: Resend of AOL email sent last night

"The exact methods underlying our investigation will not be provided to you due to security and privacy concerns."

This is Ms Sharon's management of Tammy Mullins' refusal to answer a yes or no question 8 times regarding if the print queue was secured. I'm going to be fascinated to hear Ms Sharon explain under oath what security or privacy concerns she had.. I had never asked any other question about the investigation.

I don't have time to send you more, but I thought you'd benefit from another of the thousands of issues that need to be addressed in a court of law. I promise to be nice during our upcoming VEC First Level Appeals hearing, but not after.

Cliff Hancuff

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From: tchancuff@cavtel.com  
To: chancuff@aol.com  
Sent: 3/25/2008 8:36:56 A.M. Eastern Daylight Time  
Subj: SHARON "FULLY AWARE" FW: Resend of AOL email sent last night

*T. Clifford Hancuff*  
Senior Account Manager



200 Fairbrook Drive, Suite 202  
Herndon, Virginia 20170  
571.323.2722 Voice  
571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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**From:** Glover, Sharon  
**Sent:** Thursday, March 20, 2008 4:37 PM  
**To:** Hancuff, T. Clifford  
**Subject:** RE: Resend of AOL email sent last night  
**Sensitivity:** Private

Mr. Hancuff:

I am fully aware of your circumstances. Cavalier has been making every attempt to engage you in a cooperative process so that we can better determine what the functional limitations are of any medical condition you may have. As of this date you still have not responded to our repeated requests for information. While we have offered you an interim plan in the hopes that you might still meet job expectations, you still have not met your threshold obligation to demonstrate that you have a qualified disability that requires a reasonable accommodation in the first place.

Cavalier also fully investigated your assertions regarding a document that you found



offensive. That investigation has been concluded as we have previously notified you. The exact methods underlying our investigation will not be provided to you due to security and privacy concerns. Suffice it to say, we feel confident that all avenues have been exhausted. If another incident should occur you can certainly contact HR again.

Finally, it appears that you have received the answers to your benefits and insurance questions from Jay McGhee so I trust you will stop the email bombardment of Ms. Mullins. I must tell you that your emails to Ms. Mullins and about Ms. Mullins, have been extremely discourteous and unprofessional. I urge you to review The Employee Handbook and its policies on behavior, harassment and discipline.

Best regards,

Sharon Glover

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**From:** Hancuff, T. Clifford  
**Sent:** Thursday, March 20, 2008 3:17 PM  
**To:** Glover, Sharon  
**Subject:** FW: Resend of AOL email sent last night  
**Importance:** High  
**Sensitivity:** Private

Hi Sharon,

---

I forward this particular email to you for the purpose of giving you a heads up on an issue in progress this week.

T. Clifford Hancuff  
Senior Account Manager



200 Fairbrook Drive, Suite 202  
Herndon, Virginia 20170  
571.323.2722 Voice  
571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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**From:** Hancuff, T. Clifford

**Sent:** Tuesday, March 18, 2008 12:25 PM  
**To:** Mullins, Tammy  
**Subject:** Resend of AOL email sent last night  
**Importance:** High  
**Sensitivity:** Private

Dear Tammy,

(I write this from home so as to not waste any more of Cavalier's payroll dollars on managing this nonsense. I feel they have been wasting far too much money pursuing a remarkably unsupportable plan of action already)

I have not been impressed by your ignoring to my two simple questions; "Is Cavalier self-insured?" and whether the print queue from the Herndon office was secured when I advised you to do so on February 22nd, for the 4th time today.

Last Thursday, March 13th, Todd McAtee sent me an email advising me that I would be put on "PIP" if I did not make 300 telemarketing calls or 150 business cards this week. If I failed to do either next week, I could face termination of employment.

I have attached a copy of my response to you and Todd at the end of this email.

I have previously informed you that if you persist in these endeavors I would likely loose my interest in coaching you in these matters. I think I have. Before I go, let me help you one last time.

Mark Hayes finally got around to emailing some on his sales team today regarding this PIP and termination enforcement policy. It's a bit late, but I applaud Cavalier's HR department's feigning a sense of equality by having Mr. Hayes follow what Todd McAtee had put in motion 3 business days ago.

For Cavalier's claim to equality to have the added advantage of also being true, this same email would have been sent to the nearly all of the following 100 people, by close of business today.

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Dennis Brown  
Account Executive  
Cavalier

Brent Davies  
Senior Account Executive  
Cavalier

Scott S. Hunt  
Sr Account Executive  
Cavalier

Habib Ipaye  
Account Executive  
Cavalier

Marshall Jobe  
Sr. Account Executive  
Cavalier

Alan F. Kravitz  
Mjr Account Executive  
Cavalier

Leslie Odom  
Sr Account Executive

Cavalier

Jason Abbott  
AE Retro  
Cavalier Telephone

Samuel S. Ableman  
Senior Account Executive  
Cavalier Telephone

Timothy Adams  
Account Executive  
Cavalier Telephone

April M. Allen  
Account Exec  
Cavalier Telephone

Marcie Allen  
Senior Account Rep  
Cavalier Telephone

Kimberly Barclay  
Sr. Account Executive  
Cavalier Telephone

Sharon Bark  
Sr. Account Exec  
Cavalier Telephone

David Bartholomew  
~~Senior Account Manager~~  
Cavalier Telephone

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Connie Bell  
Subpoena Response  
Cavalier Telephone  
Subpoena, Response

Kevin M. Biederman  
Senior Account Executive  
Cavalier Telephone

Carrie Blackwell  
Account Executive  
Cavalier Telephone

Edward Boersema  
Sr. Account Executice  
Cavalier Telephone

Brian Borchers  
Senior Account Executive  
Cavalier Telephone

Alex Brown  
Project Coordinator  
Cavalier Telephone

Ian Brown  
Sr Account Executive  
Cavalier Telephone

Sarah Buchanan  
Account Executive  
Cavalier Telephone

Thomas Burns  
Sr. Account Executice  
Cavalier Telephone

Gerald S. Caiazzo  
Senior Account Executive  
Cavalier Telephone

Christopher W. Callow  
Major Account Executive  
Cavalier Telephone

Jeffery Chain  
Senior Account Executive  
Cavalier Telephone

Amy Clark  
Senior Account Executive  
Cavalier Telephone

Bradley S. Clark  
Account Executive  
Cavalier Telephone

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Angela J. Comins  
Senior Account Executive  
Cavalier Telephone

Ian Cotita  
Senior Account Executive  
Cavalier Telephone

Jeffrey Deaton  
Sr. Account Executive  
Cavalier Telephone

Ryan Diehl  
Sr Account Executive  
Cavalier Telephone

Katherine Dolan  
Account Executive  
Cavalier Telephone

Patrick Durnin  
Senior Account Executive  
Cavalier Telephone

Lucie Fink  
Account Executive

Cavalier Telephone

Andrew Frank  
Base Account Manager  
Cavalier Telephone

William Gilman  
Senior Account Executive  
Cavalier Telephone

Debra Gonzales  
Sr. Account Executive  
Cavalier Telephone

Clarence Harrell  
Senior Account Executive  
Cavalier Telephone

Christopher Hawk  
Senior Account Executive  
Cavalier Telephone

Donny Haynes  
Sr. Account Executive  
Cavalier Telephone

Deborah Hemphill  
Sr. Account Executive  
Cavalier Telephone

Courtney Hooker  
~~Senior Account Executive~~  
Cavalier Telephone

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Julie Hornbaker  
Major Account Executive  
Cavalier Telephone

David Hurst  
Senior Account Manager  
Cavalier Telephone

Mark Hurwitz  
Sr Account Executive  
Cavalier Telephone

Jeff Ince  
Senior Account Executive  
Cavalier Telephone

Roy James  
Sr. Account Executive  
Cavalier Telephone

Courtney Johnson  
Sr. Account Executive  
Cavalier Telephone

Kizzie Jones  
Sr. Account Executive  
Cavalier Telephone

Joshua Kaszuba  
Account Executive  
Cavalier Telephone

Anthony G. Keiper  
Senior Account Executive  
Cavalier Telephone

Tanya King  
Account Executive  
Cavalier Telephone

Patricia K. Kirby  
Senior Account Exec  
Cavalier Telephone

Guy Lambert  
Sr. Account Executive  
Cavalier Telephone

James Landreneau  
Senior Account Executive  
Cavalier Telephone

Andrew Malinosky  
Sr Account Executive  
Cavalier Telephone

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Meghan McDonell  
Sr. Account Executive  
Cavalier Telephone

Matthew W McGonigal  
Senior Account Executive  
Cavalier Telephone

Amanda Meyers  
Senior Account Executive  
Cavalier Telephone

James Milton  
Senior Account Executive  
Cavalier Telephone

Michael Mott  
Account Executive  
Cavalier Telephone

Alexander C. Narbut  
Account Exec  
Cavalier Telephone

David Nestor  
Sr. Account Executive

Cavalier Telephone

Daniel Newell  
Senior Account Executive  
Cavalier Telephone

Jennifer R. Nichols  
Senior Account Exec  
Cavalier Telephone

Gordon Parker  
Sr Account Executive  
Cavalier Telephone

Joe Pirrotta  
Sr. Account Executive  
Cavalier Telephone

Delores Pizza, "Lorsi"  
Mjr Account Executive  
Cavalier Telephone

Shehawnee Prescod  
Sr. Account Executive  
Cavalier Telephone

Stephen L. Robinette  
Senior Account Exec  
Cavalier Telephone

Ajaye Rollerson  
Senior Account Exec  
Cavalier Telephone

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Ocean Rose  
Senior Account Executive  
Cavalier Telephone

Phyllis Rose  
Senior Account Executive  
Cavalier Telephone

Graham A. Rutherford  
Account Executive  
Cavalier Telephone

David Samson  
Senior Account Executive  
Cavalier Telephone

Marshall Sapperstein  
Senior Account Executive  
Cavalier Telephone

n Saylor  
Account Representative  
Cavalier Telephone

Steve Schleich  
Sr. Account Executive  
Cavalier Telephone

Steven M. Schrader  
Account Executive  
Cavalier Telephone

Jacob D. Scism  
Account Exec  
Cavalier Telephone

Cleopatra Shelton  
Senior Account Executive  
Cavalier Telephone

Ashley Sikes  
Account Executive  
Cavalier Telephone

Susan Stadler  
Sr. Account Executive  
Cavalier Telephone

Mark Steaple  
Senior Account Executive  
Cavalier Telephone

Paul Stith  
Senior Account Executive  
Cavalier Telephone

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Leslie Taylor  
Sr Account Executive  
Cavalier Telephone

Michael Theriot  
Sr. Account Executive  
Cavalier Telephone

David Thomas  
Sr Account Executive  
Cavalier Telephone

Russell Townsend  
Account Executive  
Cavalier Telephone

Catherine Trotter  
Senior Account Exec  
Cavalier Telephone

Richard Truitt  
Account Executive  
Cavalier Telephone

Steve Tyler  
Sales Engineer



Cavalier Telephone

Victoria Vasenden  
Senior Account Exec  
Cavalier Telephone

Roger Voshall  
Sr. Account Executive  
Cavalier Telephone

Matthew Ware  
Sr Account Executive  
Cavalier Telephone

Sondra Watwood  
Senior Account Executive  
Cavalier Telephone

Rachel Weber  
Account Executive  
Cavalier Telephone

Christopher S. Williams  
Senior Account Exec  
Cavalier Telephone

Iesha Williams  
Sr. Account Executive  
Cavalier Telephone

Sondra Watwood  
Senior Account Executive  
Cavalier Telephone

Rachel Weber  
Account Executive  
Cavalier Telephone

Christopher S. Williams  
Senior Account Exec  
Cavalier Telephone

Iesha Williams  
Sr. Account Executive  
Cavalier Telephone

Gregory Witherspoon  
Senior Account Executive  
Cavalier Telephone

Courtney Woofter  
Account Executive  
Cavalier Telephone

Gregory Witherspoon  
Senior Account Executive  
Cavalier Telephone

Courtney Woofter  
Account Executive  
Cavalier Telephone

Glenn C. Wright  
Sr. Account Executive  
Cavalier Telephone

John Wroblewski  
Sr. Account Executive  
Cavalier Telephone

I can provide you with their email addresses, office phone numbers, as well as their cell phone numbers if you wish to certify that all Cavalier's commercial sales managers have notified them of this same policy enforcement that began for me last Thursday and for Mark Hayes' team today.

I have other interesting records that could prove useful if you do not find your way to treating me with equality very soon. You can start by answering my two questions, "Part 1" and "Part 2" repeatedly sent to you since 8am on Wednesday, March 12th.

Sincerely,

Cliff Hancuff

PS: Don't trouble yourself with this, simply forward this email to Cavalier's HR counsel.

---

**From:** Hancuff, T. Clifford  
**Sent:** Thursday, March 13, 2008 10:51 AM  
**To:** McAtee, Tod; Mullins, Tammy  
**Subject:** RE: Privileged and Confidential  
**Importance:** High  
**Sensitivity:** Private

HR and I have handled the medical information issue.

It has always been my intention to perform my work for Cavalier well. Doing so in the face of the adversity presented by Cavalier's HR dept has been difficult, but I live in hope they have been able to seek the guidance required for them to comprehend simple English.

I trust the good folks at Cavalier will be treating its entire sales staff with equality in this matter. If they choose to apply this same measure for performance equally, it seems inevitable that half of its commercial sales force will be PIP'ed next week, and then terminated the following week.

I'm not sure I understand the benefit of this, but that's not for me to ponder.

***T. Clifford Hancuff***  
*Senior Account Manager*

Herndon, Virginia 20170  
571.323.2722 Voice  
571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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**From:** McAtee, Tod  
**Sent:** Thursday, March 13, 2008 9:07 AM  
**To:** Hancuff, T. Clifford  
**Cc:** McAtee, Tod  
**Subject:** Privileged and Confidential

Cliff,

I want to take a minute to remind you that your medical information needs to be into HR by Friday March 14<sup>th</sup>, 2008.

I also want to confirm the interim compromise we agreed on with regards to you doing 60 telemarketing calls per day in place of 30 business cards a day through cold calling. If you do not reach your goal of 300 telemarketing calls per week, you will be put on a Performance Improvement Plan (PIP) the following week. If you do not reach your goal the following week, you could face termination of employment.

I need you to reply to this email that you understand the above information.

---

Thank you,

Tod McAtee

Tod McAtee | Sales Manager | NOVA & Washington DC | 571.323.4568 | [tmcatee@cavtel.com](mailto:tmcatee@cavtel.com)

**T. Clifford Hancuff**  
Senior Account Manager



200 Fairbrook Drive, Suite 202  
Herndon, Virginia 20170  
571.323.2722 Voice  
571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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## Applications for Transfer of Control in Mergers and Acquisitions

Telecommunications carriers seeking to transfer assets or corporate control in mergers and acquisitions must first receive approval from the FCC. The Commission examines the public interest impact of a proposed domestic or international transaction.

Pursuant to Section 214 of the Communications Act of 1934 (link in left-hand navigation panel), sections 63.03 and 63.04 of the Commission's rules govern procedures for domestic transfer of control/asset applications. The rules also:

- Provide guidance on pro forma transfers
- Provide for jointly-filed applications for domestic and international services
- Describe six categories of transactions that are presumptively accorded streamlined treatment resulting in an automatic grant 31 days following public notice of the application.

Carriers must file a [discontinuance application](#) when an acquisition will result in a reduction or impairment of service.

In any transaction, carriers acquiring all or part of another carrier's subscriber base must notify subscribers and meet other requirements in section 64.1120(a) of the Commission's rules.

International mergers and acquisitions are subject to section 63.24 of the FCC's rules. International applications are reviewed by the [International Bureau](#).

### Pending Domestic Applications

Transfer/Transaction	Type	Docket No.	Public Notice Date	Public Notice	Comments (Replies)	Streamlined
Cablevision	TC	10-100	09/23/10	DA 10-100 Word 100	09/23/2010 (09/23/2010)	
Comcast	TC	10-101	10/05/10	DA 10-101 Word 101	10/13/2010 (09/23/2010)	
Comcast	TC	10-102	10/05/10	DA 10-102 Word 102	10/13/2010 (09/23/2010)	
Comcast	TC	10-103	10/05/10	DA 10-103 Word 103	10/13/2010 (09/23/2010)	
Comcast	TC	10-104	10/05/10	DA 10-104 Word 104	10/13/2010 (09/23/2010)	
Comcast	TC	10-105	10/05/10	DA 10-105 Word 105	10/13/2010 (09/23/2010)	
Comcast	TC	10-106	10/05/10	DA 10-106 Word 106	10/13/2010 (09/23/2010)	
Comcast	TC	10-107	10/05/10	DA 10-107 Word 107	10/13/2010 (09/23/2010)	
Comcast	TC	10-108	10/05/10	DA 10-108 Word 108	10/13/2010 (09/23/2010)	
Comcast	TC	10-109	10/05/10	DA 10-109 Word 109	10/13/2010 (09/23/2010)	
Comcast	TC	10-110	10/05/10	DA 10-110 Word 110	10/13/2010 (09/23/2010)	
Comcast	TC	10-111	10/05/10	DA 10-111 Word 111	10/13/2010 (09/23/2010)	
Comcast	TC	10-112	10/05/10	DA 10-112 Word 112	10/13/2010 (09/23/2010)	
Comcast	TC	10-113	10/05/10	DA 10-113 Word 113	10/13/2010 (09/23/2010)	
Comcast	TC	10-114	10/05/10	DA 10-114 Word 114	10/13/2010 (09/23/2010)	
Comcast	TC	10-115	10/05/10	DA 10-115 Word 115	10/13/2010 (09/23/2010)	
Comcast	TC	10-116	10/05/10	DA 10-116 Word 116	10/13/2010 (09/23/2010)	
Comcast	TC	10-117	10/05/10	DA 10-117 Word 117	10/13/2010 (09/23/2010)	
Comcast	TC	10-118	10/05/10	DA 10-118 Word 118	10/13/2010 (09/23/2010)	
Comcast	TC	10-119	10/05/10	DA 10-119 Word 119	10/13/2010 (09/23/2010)	
Comcast	TC	10-120	10/05/10	DA 10-120 Word 120	10/13/2010 (09/23/2010)	
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Comcast	TC	10-124	10/05/10	DA 10-124 Word 124	10/13/2010 (09/23/2010)	
Comcast	TC	10-125	10/05/10	DA 10-125 Word 125	10/13/2010 (09/23/2010)	
Comcast	TC	10-126	10/05/10	DA 10-126 Word 126	10/13/2010 (09/23/2010)	
Comcast	TC	10-127	10/05/10	DA 10-127 Word 127	10/13/2010 (09/23/2010)	
Comcast	TC	10-128	10/05/10	DA 10-128 Word 128	10/13/2010 (09/23/2010)	
Comcast	TC	10-129	10/05/10	DA 10-129 Word 129	10/13/2010 (09/23/2010)	
Comcast	TC	10-130	10/05/10	DA 10-130 Word 130	10/13/2010 (09/23/2010)	
Comcast	TC	10-131	10/05/10	DA 10-131 Word 131	10/13/2010 (09/23/2010)	
Comcast	TC	10-132	10/05/10	DA 10-132 Word 132	10/13/2010 (09/23/2010)	
Comcast	TC	10-133	10/05/10	DA 10-133 Word 133	10/13/2010 (09/23/2010)	
Comcast	TC	10-134	10/05/10	DA 10-134 Word 134	10/13/2010 (09/23/2010)	
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Comcast	TC	10-137	10/05/10	DA 10-137 Word 137	10/13/2010 (09/23/2010)	
Comcast	TC	10-138	10/05/10	DA 10-138 Word 138	10/13/2010 (09/23/2010)	
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Comcast	TC	10-142	10/05/10	DA 10-142 Word 142	10/13/2010 (09/23/2010)	
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Comcast	TC	10-150	10/05/10	DA 10-150 Word 150	10/13/2010 (09/23/2010)	
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Comcast	TC	10-166	10/05/10	DA 10-166 Word 166	10/13/2010 (09/23/2010)	
Comcast	TC	10-167	10/05/10	DA 10-167 Word 167	10/13/2010 (09/23/2010)	
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Comcast	TC	10-171	10/05/10	DA 10-171 Word 171	10/13/2010 (09/23/2010)	
Comcast	TC	10-172	10/05/10	DA 10-172 Word 172	10/13/2010 (09/23/2010)	
Comcast	TC	10-173	10/05/10	DA 10-173 Word 173	10/13/2010 (09/23/2010)	
Comcast	TC	10-174	10/05/10	DA 10-174 Word 174	10/13/2010 (09/23/2010)	
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Comcast	TC	10-177	10/05/10	DA 10-177 Word 177	10/13/2010 (09/23/2010)	
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Comcast	TC	10-199	10/05/10	DA 10-199 Word 199	10/13/2010 (09/23/2010)	
Comcast	TC	10-200	10/05/10	DA 10-200 Word 200	10/13/2010 (09/23/2010)	

#### \*Legend

Type of Transaction	Abbreviation
Acquisition of Assets	AA
Transfer of Assets	TA
Transfer of Control	TC
Merger	ME

last reviewed/updated on October 08, 2010



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09/24/2015  
PUBLIC NOTICE: Notice of General Section 214 Authorization Granted, DA-10-275. WC Doc#1 No. 18-165.  
WFO | WFOAM

**PUBLIC NOTICE:** Invitational Meeting Cycle Established for Domestic Section 214 Application Mail for the Transfer of Control of Private Chaffin Investments, LLC (CIVIA) Transactions to Canalis Group, L.L.C. On 10-19-1989, NY CEN at 16-148.  
Comments Due 10/17/2019 Supply Comments Due: 10/16/2019.

9/27/2016  
 subject: Short Term Network Change notification filed by AT&T Southeast Region.

00753/20/20  
 Street Terms: the lowest Charge Per Foot/Inch.  
 APNE Southeast Angles 1000' | 1000' | 1000'  
 ATAF 13 Street Per foot. 1000' | 1000' | 1000'

09721303  
PUBLIC AFFAIRS: BUZZ OF NEW-SPRINGERMAN'S SECTION 214 ASSASSINATION CHARGED. DT: 10-1794. WC: Combat No. 10-187.  
187.  
2004 | 1000000

**PUBLIC NOTICE** Notice of Removal of Domestic Section 234 Application from Disagreement Proceedings, Vol-20-1988.  
Filed | Entered  
CD CT-2619  
RECEIVED SECRETARY OF THE STATE, SECTION 214 APPLICATIONS CONTROL, NOV 10 1988 1007 AM JUSTICE SQ-11A

0007674012  
PUBLIC SERVICE: INDEX OF DOMESTIC SECTION 114 INFORMATION GRANTED. 20-10-1988.

04/28/2020  
Advertiser: Sharp Trust between Change modification filed by Courtney Louise Owens King Complaint.

7-27-79  
PUBLIC NOTICE: Index of Patents of Invention Section 214 Application from International University  
United to Acropolis

**How to Change Mailbox**  
CVS/24HR

AT&T Southeast **Wid | Corshel**

AT&T Equipment Road (Academy)  
AT&T Equipment Road (Academy)  
AT&T Equipment Road (Academy)

AT&T BUSINESS | 2025 | 2026

ATTN: Marketing Dept | Attention:

AT&T SECURITY JOURNAL | SPRING 2015

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 OFFICE OF THE REGISTERED PROFESSIONAL ENGINEERS  
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 LOS ANGELES, CALIFORNIA 90057-1000  
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 WWW: WWW.RPE-CA.ORG

010257200

4982 George, J. D. - 1973. Wood. | Acropolis

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**REPORT OF THE 42ND ANNUAL MEETING**

公死之日

Time (hr)

Page 10024 of 10024

04/03/2015 10:10:11

$$\Delta \text{Dev} = \left( \frac{\sigma^2}{\sigma^2 + \sigma_{\text{res}}^2} \right) \Delta \text{Dev}_{\text{res}}$$
Dedicated this 10th 1944  
Walter J. Anderson

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SARASOTA

[illegible]

1775-1999, P.O. Box 10000, Dallas, TX 75207  
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 1775-1999, P.O. Box 10000, Dallas, TX 75207

## Applications for Transfer of Control in Mergers and Acquisitions

Telecommunications carriers seeking to transfer assets or corporate control in mergers and acquisitions must first receive approval from the FCC. The Commission examines the public interest impact of a proposed domestic or international transaction.

Pursuant to Section 214 of the Communications Act of 1934 (link in left-hand navigation panel), sections 63.03 and 63.04 of the Commission's rules govern procedures for domestic transfer of control/asset applications. The rules also:

- Provide guidance on pro forma transfers
- Provide for jointly-titled applications for domestic and international services
- Describe six categories of transactions that are presumptively accorded streamlined treatment resulting in an automatic grant 31 days following public notice of the application.

**Carriers must file a discontinuance application when an acquisition will result in a reduction or impairment of service.**

In any transaction, carriers acquiring all or part of another carrier's subscriber base must notify subscribers and meet other requirements in section 64.1120(e) of the Commission's rules.

International mergers and acquisitions are subject to section 63.24 of the FCC's rules. International applications are reviewed by the International Bureau.

### Pending Domestic Applications

Family Domestic Applications						
Applicant's Country	Type	Passport No.	Public Notice Date	Public Notice	Comments (Remarks)	Status/Notes
Canada	TC	10-155	07/01/10	DA-10-155-Word-PDF	07/27/2010 (07/27/2010)	
Canada (Child)	TC	10-156	07/01/10	DA-10-156-Word-PDF	07/27/2010 (07/27/2010)	
Canada (Child)	TC	10-150	07/01/10	DA-10-150-Word-PDF	07/27/2010 (07/27/2010)	
Colombia (Self)	TC	10-151	07/01/10	DA-10-151-Word-PDF	07/27/2010 (07/27/2010)	
France	TC	10-152	07/01/10	DA-10-152-Word-PDF	07/27/2010 (07/27/2010)	
France (Child)	TC	10-153	07/01/10	DA-10-153-Word-PDF	07/27/2010 (07/27/2010)	
Costa Rica (Child)	TC	10-154	07/01/10	DA-10-154-Word-PDF	07/27/2010 (07/27/2010)	
Ecuador (Self)	TC	10-176	07/01/10	DA-10-176-Word-PDF	07/27/2010 (07/27/2010)	
Guatemala (Self)	TC	10-157	07/01/10	DA-10-157-Word-PDF	07/27/2010 (07/27/2010)	
Honduras (Self)	TC	10-158	07/01/10	DA-10-158-Word-PDF	07/27/2010 (07/27/2010)	
India (Self)	TC	10-159	07/01/10	DA-10-159-Word-PDF	07/27/2010 (07/27/2010)	
Italy (Self)	TC	10-160	07/01/10	DA-10-160-Word-PDF	07/27/2010 (07/27/2010)	
Japan (Self)	TC	10-161	07/01/10	DA-10-161-Word-PDF	07/27/2010 (07/27/2010)	
Malaysia (Self)	TC	10-162	07/01/10	DA-10-162-Word-PDF	07/27/2010 (07/27/2010)	
Mexico (Self)	TC	10-163	07/01/10	DA-10-163-Word-PDF	07/27/2010 (07/27/2010)	
Nicaragua (Self)	TC	10-164	07/01/10	DA-10-164-Word-PDF	07/27/2010 (07/27/2010)	
Peru (Self)	TC	10-165	07/01/10	DA-10-165-Word-PDF	07/27/2010 (07/27/2010)	
Poland (Self)	TC	10-166	07/01/10	DA-10-166-Word-PDF	07/27/2010 (07/27/2010)	
Portugal (Self)	TC	10-167	07/01/10	DA-10-167-Word-PDF	07/27/2010 (07/27/2010)	
Romania (Self)	TC	10-168	07/01/10	DA-10-168-Word-PDF	07/27/2010 (07/27/2010)	
Spain (Self)	TC	10-169	07/01/10	DA-10-169-Word-PDF	07/27/2010 (07/27/2010)	
Sweden (Self)	TC	10-170	07/01/10	DA-10-170-Word-PDF	07/27/2010 (07/27/2010)	
Switzerland (Self)	TC	10-171	07/01/10	DA-10-171-Word-PDF	07/27/2010 (07/27/2010)	
Taiwan (Self)	TC	10-172	07/01/10	DA-10-172-Word-PDF	07/27/2010 (07/27/2010)	
Thailand (Self)	TC	10-173	07/01/10	DA-10-173-Word-PDF	07/27/2010 (07/27/2010)	
United Kingdom (Self)	TC	10-174	07/01/10	DA-10-174-Word-PDF	07/27/2010 (07/27/2010)	
USA (Self)	TC	10-175	07/01/10	DA-10-175-Word-PDF	07/27/2010 (07/27/2010)	
Vietnam (Self)	TC	10-176	07/01/10	DA-10-176-Word-PDF	07/27/2010 (07/27/2010)	
Yemen (Self)	TC	10-177	07/01/10	DA-10-177-Word-PDF	07/27/2010 (07/27/2010)	
Zimbabwe (Self)	TC	10-178	07/01/10	DA-10-178-Word-PDF	07/27/2010 (07/27/2010)	

**\*Legend**

Type of Transaction	Abbreviation
Acquisition of Assets	AA
Transfer of Assets	TA
Transfer of Control	EC
Merge	ME

*last reviewed/updated on October 08, 2010*



8.12  
June 11, 2010

Ms. Patricia Glassin  
Director  
Equal Employment Opportunity Commission  
Suite 600  
830 Main Street  
Richmond, VA 23219-2700

Ms. Rosalind Smith-Hall  
CR/TIU Supervisor  
Equal Employment Opportunity Commission  
Suite 600  
830 Main Street  
Richmond, VA 23219-2700

Re: Thomas Clifford Hancuff v. Cavalier Telephone

Dear Ms. Glassin and Ms. Smith-Hall:

I am writing to thank Ms. Smith-Hall for taking the time to speak with me earlier this week. As per her request, this letter provides additional information regarding my charge of discrimination against Cavalier Telephone.

---

My problem with Cavalier took place over a relatively short period of time. It began in early February 2008 and ended less than six weeks later when Cavalier terminated me on March 25, 2008. The substance and course of the dispute is documented almost entirely by e-mails. My management excused itself from the dispute, and I had only three telephone conversations very early on with members of the Human Resources Department (HR). No one from HR ever met with me in person to discuss what was transpiring.

Cavalier hired me on June 11, 2007 as a Senior Account Executive, a sales position with an income potential of approximately \$90,000. My base salary was \$35,000. Approximately 60% of the earning potential of the position was related to commissions, and I was subject to a minimum mandatory monthly sales quota of \$2500.

My dispute with Cavalier began in early February 2008 when it re-defined all sales positions from in-office, telephone-based, sedentary positions to out-of-office, in-person visit positions, which required a great deal of walking. I had been diagnosed with severe Chronic Obstructive Pulmonary Disease (COPD) the previous October, and I was unable to meet the physical demands of the re-defined position.

In mid-February 2008, I requested and received an accommodation from my immediate supervisor, Tod McAtee, and the Vice President who had instituted the "pound the pavement" approach, Jack McCabe. I was allowed to substitute 60 "cold telephone calls" per day for the 30 business cards per day requirement. I was still required to make my monthly sales quota.

To me, the 60 "cold call" accommodation was not a reasonable accommodation. Even if I had been willing to work many, many hours of overtime, I could not have made 60 "cold calls" per day AND fulfilled the \$2500 per month sales quota. No one could have fulfilled both requirements. I chose to work to fulfill the \$2500 per month sales quota prong of my job because:

1. "Cold calls", no matter how many are made, would generate no income for Cavalier. Only by closing deals and processing orders would revenue be generated for the company;
2. My own income levels could be maintained only if I worked the sales quota prong of my job;
3. I had been previously criticized for not making my sales quota one month and didn't want this to happen again; and
4. Cavalier had consented to at least two other employees' jobs being contingent only on the sale quota prong of their jobs. If that kind of an accommodation was available to one member of the sales staff, I reasoned it could be made available to me.

My dispute with Cavalier was compounded by HR's and the Legal Department's insistence that I provide additional and very detailed medical information after I had already met HR's initial request that I provide "a note from my doctor." I was reluctant to fill out Form WH-380, which I understood to apply only to a request for medical leave under the Family Medical Leave Act (FMLA). I was asking for a workplace accommodation under the Americans with Disabilities Act (ADA), not leave under the FMLA. I could not understand and Cavalier refused to explain what was deficient about the documentation provided by my physician.

Also, a living will had been placed on my desk chair two days after I provided HR with the note from my doctor. As I had told only my supervisor and the HR representative of my illness, the living will incident signified that my confidential medical information had been improperly released. This increased my reluctance to provide additional medical data. However, I repeatedly offered via e-mail to provide any additional medical information if HR would just be more specific. I also offered to allow HR to speak with my physician. HR never responded to either of these offers. Instead, HR and then the Legal Department became increasingly more insistent that I complete Form WH-380, first conditioning the "accommodation" and then my employment itself on my completing Form WH-380.

Cavalier's insistence that I provide detailed medical information led me to suspect that Cavalier was self-insured and that their efforts to compel me to fill out Form WH-380 was a "fishing expedition" to learn the extent of my medical condition in order to estimate the cost Cavalier would incur in treating it. Therefore, I began to inquire of HR as to whether or not Cavalier was

self-insured. HR steadfastly refused to answer this question. This refusal, coupled with HR's approach to the living will incident, caused further hard feelings between Cavalier and me.

On March 13, 2008, my supervisor e-mailed me that I would be put on a Performance Improvement Plan the following week if I did not reach the 300 telemarketing calls per week goal. On March 24, 2008, my supervisor gave me a written "Performance Corrective Action Plan", which required me to make 60 "cold calls" each on March 24 and March 25, 2008. He terminated me over the phone on March 25, 2008 for insubordination, including failure to make the 60 "cold calls" per day and refusal to fill out Form WH-380. Cavalier representatives also testified to this during proceedings before the Virginia Unemployment Commission (VEC). While I did not ultimately prevail before the VEC, it did rule in my favor on these two fundamental and underlying issues.

As mentioned above, no one at Cavalier ever really spoke with me about what was going on. The relevant events are well-documented via numerous e-mails; I have included two examples (Enclosures). I am happy to provide you a detailed timeline of events as well as copies of all the e-mails and the VEC proceedings. I am also happy to meet with you if you believe that would be helpful. I can be reached at [REDACTED]

Thank you again for your assistance in this matter.

Sincerely,

  
T. Clifford Hancuff  
[REDACTED]

Enclosures

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Thomas C. Hancuff  
[REDACTED]From: Richmond Local Office  
830 East Main Street  
Suite 600  
Richmond, VA 23219☐On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

438-2008-01993

Tonya A. Lennox,  
Investigator

(804) 771-2148

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Thomas M. Caldwell f

Patricia W. Glisson,  
Director

7-29-10

(Date Mailed)

Enclosures(s)

cc:

Jeff Snyder  
VP of Human Resources Director  
CAVALIER TELEPHONE  
2134 West Laburnum Avenue  
Richmond, VA 23227

**INFORMATION RELATED TO FILING SUIT  
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.  
~~If you also plan to sue claiming violations of State law, please be aware that time limits and other~~  
~~provisions of State law may be shorter or more limited than those described below.)~~*

**PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),  
the Genetic Information Nondiscrimination Act (GINA), or the Age  
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should keep a record of this date. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was mailed to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

---

**PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):**

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred more than 2 years (3 years) before you file suit may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 -- not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

**ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:**

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

**ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:**

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)


**IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.**



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Richmond Local Office

830 East Main St., 6<sup>th</sup> Floor  
Richmond, VA 23219  
(804) 771-2200  
Direct Dial (804) 771-2148  
FAX (804) 771-2222

July 26, 2010

Mr. Thomas C. Hancuff  


Re: Hancuff versus CAVALIER TELEPHONE  
EEOC Charge No.: 438-2008-01993

Dear Mr. Hancuff:

The processing of your charge of employment discrimination in the above referenced matter has been completed. The Equal Employment Opportunity Commission (EEOC) is dismissing your charge and is issuing to you a Notice of Right to Sue.

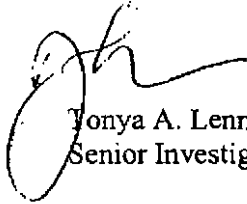
The evidence obtained by the Commission indicates that you were hired on June 11, 2007 as a senior account executive, responsible for selling business services to local businesses. In January 2008, you received a write up advising you that your performance needed to improve. In February 2008, the Company instituted a practice that all account executives were required to seek sales specifically "cold call" at least 30 businesses per day with an in-person visit. It was at that time you advised management that you were unable to comply with the cold calling requirement due to a health condition. You provided a doctor's note to Respondent, verifying that you suffered from a medical condition. In an attempt to provide you with a reasonable accommodation you were granted a temporary accommodation of refraining from making cold calls pending the completing of the Health Certification Form. According to Respondent, you failed to complete the form or provide any additional information to consider your request. Furthermore, according to Respondent, you embarked on a pattern of abusive behavior including insubordination in both emails and oral conversations that continued after being warned. In addition, your performance failed to improve until your termination on March 25, 2008.

In view of these facts, it is unlikely that further investigation of your charge will result in a finding that a violation of the law(s) under which you filed your charge has occurred. For that reason, we have dismissed your charge and closed your file.


Enclosed you will find a Dismissal Notice of Right to Sue and an Information Sheet which describes your right to pursue the matter in court by filing a lawsuit within 90 days of your receipt of the dismissal notice. This 90-day period for filing a private lawsuit cannot be waived, extended or restored by EEOC.

I regret that we cannot be of further assistance to you in this matter.

Sincerely,

  
Tonya A. Lennox  
Senior Investigator

September 2, 2010

  
Investigator  
Richmond Local Office  
830 East Main Street  
Suite 600  
Richmond, VA 23219

RE: 438-2008-01993

Dear Ms. Lennox:

I am in receipt of the Dismissal and Notice of Rights signed July 29, 2010 ("Dismissal").

Pursuant to the "Information Related to Filing Suit Under the Laws Enforced by the EEOC" form enclosed with the Dismissal--specifically, the section entitled "Attorney Referral and EEOC Assistance"--I am writing to obtain a copy of the information in EEOC's files relating to my complaint.

Thank you in advance for promptly forwarding the contents of my file to the address below.

Sincerely,

---

T. Clifford Hancuff  


## Applications for Transfer of Control in Mergers and Acquisitions

Telecommunications carriers seeking to transfer assets or corporate control in mergers and acquisitions must first receive approval from the FCC. The Commission examines the public interest impact of a proposed domestic or international transaction.

Pursuant to Section 214 of the Communications Act of 1934 (link in left-hand navigation panel), sections 63.03 and 63.04 of the Commission's rules govern procedures for domestic transfer of control/asset applications. The rules also:

- Provide guidance on pro forma transfers
- Provide for jointly-filed applications for domestic and international services
- Describe six categories of transactions that are presumptively accorded streamlined treatment resulting in an automatic grant 31 days following public notice of the application.

Carriers must file a discontinuance application when an acquisition will result in a reduction or impairment of service.

In any transaction, carriers acquiring all or part of another carrier's subscriber base must notify subscribers and meet other requirements in section 64.1120(e) of the Commission's rules.

International mergers and acquisitions are subject to section 53.24 of the FCC's rules. International applications are reviewed by the International Bureau.

### Pending Domestic Applications

[illegible]

**\*Legend**

Type of Transaction	Abbreviation
Acquisition of assets	AA
Transfer of assets	TA
Transfer of liability	TL
Mergers	ME

*Last reviewed/updated on October 08, 2010*





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**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF STI PREPAID, LLC TO VIVARO CORPORATION**

Released Date: 10/08/2010

Description: STREAMLINED PLEADING CYCLE ESTABLISHED

**Documents:**

Word : [DA-10-1948A1.doc](#)

Acrobat : [DA-10-1948A1.pdf](#)

Text : [DA-10-1948A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF VILLISCA FARMERS TELEPHONE COMPANY TO THE FARMERS MUTUAL TELEPHONE COMPANY OF STANTON, IOWA**

Released Date: 10/07/2010

Description: NON-STREAMLINED PLEADING CYCLE ESTABLISHED

**Documents:**

Word : [DA-10-1942A1.doc](#)

Acrobat : [DA-10-1942A1.pdf](#)

Text : [DA-10-1942A1.txt](#)

**NOTICE OF NON-STREAMLINED DOMESTIC 214 APPLICATION GRANTED**

Released Date: 10/06/2010

**Description:**

**Documents:**

Word : [DA-10-1795A1.doc](#)

Acrobat : [DA-10-1795A1.pdf](#)

Text : [DA-10-1795A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE ACQUISITION OF ASSETS OF REDWOOD COUNTY TELEPHONE COMPANY AND REDWOOD LONG DISTANCE COMPANY BY ARVIG ENTERPRISES, INC**

Released Date: 10/05/2010

Description: NON-STREAMLINED PLEADING CYCLE ESTABLISHED

**Documents:**

Word : [DA-10-1916A1.doc](#)

Acrobat : [DA-10-1916A1.pdf](#)

Text : [DA-10-1916A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF CLEMENTS TELEPHONE COMPANY TO ARVIG ENTERPRISES, INC**

Released Date: 10/05/2010

Description: NON-STREAMLINED PLEADING CYCLE ESTABLISHED

**Documents:**

Word : [DA-10-1915A1.doc](#)

Acrobat : [DA-10-1915A1.pdf](#)

Text : [DA-10-1915A1.txt](#)

**DOMESTIC SECTION 214 APPLICATIONS FILED FOR THE TRANSFER OF CONTROL OF TRIM COMMUNICATIONS, INC. D/B/A TMC COMMUNICATIONS FROM THE ESTATE OF JOHN MARSCH TO SLUX ENTERPRISES, INC**

Released Date: 10/04/2010

Description: STREAMLINED PLEADING CYCLE ESTABLISHED

**Documents:**

Word : [DA-10-1912A1.doc](#)

Acrobat : [DA-10-1912A1.pdf](#)

Text : [DA-10-1912A1.txt](#)

**STREAMLINED INTERNATIONAL APPLICATIONS ACCEPTED FOR FILING**

Released Date: 10/01/2010

Description: Accepted for Filing Streamlined Public Notice

**Documents:**

Acrobat : [DOC-301842A1.pdf](#)

Text : [DOC-301842A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF UNITE PRIVATE NETWORKS, L.L.C. AND UNITE PRIVATE NETWORKS-ILLINOIS, L.L.C. TO UPN HOLDINGS LLC**

Released Date: 09/24/2010

Description: Streamlined Pleading Cycle Established

**Documents:**

Word : [DA-10-1809A1.doc](#)

Acrobat : [DA-10-1809A1.pdf](#)

Text : [DA-10-1809A1.txt](#)

**STREAMLINED SUBMARINE CABLE LANDING LICENSE APPLICATIONS**

Released Date: 09/24/2010

Description: Accepted for Filing

**Documents:**

Acrobat : [DOC-301659A1.pdf](#)

Text : [DOC-301659A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF INMATE CALLING SOLUTIONS, LLC D/B/A ICSOLUTIONS TO CENTRIC GROUP, LLC**

Released Date: 09/23/2010

Description: STREAMLINED PLEADING CYCLE ESTABLISHED

**Documents:**

Word : [DA-10-1804A1.doc](#)

Acrobat : [DA-10-1804A1.pdf](#)

Text : [DA-10-1804A1.txt](#)

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Next Last

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Released Date: 10/08/2010

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Documents:

Word : [DA-10-1948A1.doc](#)

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Text : [DA-10-1948A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF VILLISCA FARMERS TELEPHONE COMPANY TO THE FARMERS MUTUAL TELEPHONE COMPANY OF STANTON, IOWA**

Released Date: 10/07/2010

Description: NON-STREAMLINED PLEADING CYCLE ESTABLISHED

Documents:

Word : [DA-10-1942A1.doc](#)

Acrobat : [DA-10-1942A1.pdf](#)

Text : [DA-10-1942A1.txt](#)

**NOTICE OF NON-STREAMLINED DOMESTIC 214 APPLICATION GRANTED**

Released Date: 10/06/2010

Description:

Documents:

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Acrobat : [DA-10-1795A1.pdf](#)

Text : [DA-10-1795A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE ACQUISITION OF ASSETS OF REDWOOD COUNTY TELEPHONE COMPANY AND REDWOOD LONG DISTANCE COMPANY BY ARVIG ENTERPRISES, INC**

Released Date: 10/05/2010

Description: NON-STREAMLINED PLEADING CYCLE ESTABLISHED

Documents:

Word : [DA-10-1916A1.doc](#)

Acrobat : [DA-10-1916A1.pdf](#)

Text : [DA-10-1916A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF CLEMENTS TELEPHONE COMPANY TO ARVIG ENTERPRISES, INC**

Released Date: 10/05/2010

Description: NON-STREAMLINED PLEADING CYCLE ESTABLISHED

Documents:

Word : [DA-10-1915A1.doc](#)

Acrobat : [DA-10-1915A1.pdf](#)

Text : [DA-10-1915A1.txt](#)

**DOMESTIC SECTION 214 APPLICATIONS FILED FOR THE TRANSFER OF CONTROL OF TRI-M COMMUNICATIONS, INC. D/B/A TMC COMMUNICATIONS FROM THE ESTATE OF JOHN MARSCHE TO SLINX ENTERPRISES, INC**

Released Date: 10/04/2010

Description: STREAMLINED PLEADING CYCLE ESTABLISHED

Documents:

Word : [DA-10-1912A1.doc](#)

Acrobat : [DA-10-1912A1.pdf](#)

Text : [DA-10-1912A1.txt](#)

**STREAMLINED INTERNATIONAL APPLICATIONS ACCEPTED FOR FILING**

Released Date: 10/01/2010

Description: Accepted for Filing Streamlined Public Notice

Documents:

Acrobat : [DOC-301842A1.pdf](#)

Text : [DOC-301842A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF UNITE PRIVATE NETWORKS, L.L.C. AND UNITE PRIVATE NETWORKS-ILLINOIS, L.L.C. TO UPN HOLDINGS LLC**

Released Date: 09/24/2010

Description: Streamlined Pleading Cycle Established

Documents:

Word : [DA-10-1809A1.doc](#)

Acrobat : [DA-10-1809A1.pdf](#)

Text : [DA-10-1809A1.txt](#)

**STREAMLINED SUBMARINE CABLE LANDING LICENSE APPLICATIONS**

Released Date: 09/24/2010

Description: Accepted for Filing

Documents:

Acrobat : [DOC-301669A1.pdf](#)

Text : [DOC-301669A1.txt](#)

**DOMESTIC SECTION 214 APPLICATION FILED FOR THE TRANSFER OF CONTROL OF INMATE CALLING SOLUTIONS, LLC D/B/A IC SOLUTIONS TO CENTRIC GROUP, LLC**

Released Date: 09/23/2010

Description: STREAMLINED PLEADING CYCLE ESTABLISHED

Documents:

Word : [DA-10-1804A1.doc](#)

Acrobat : [DA-10-1804A1.pdf](#)

Text : [DA-10-1804A1.txt](#)

Showing document 1 thru 10 of 2013

Next Last

Results per page 5 20 100

last reviewed/updated on 09/02/2010 v1.0.18

September 2, 2010

Ms. Tonya Lennox  
Investigator  
Richmond Local Office  
830 East Main Street  
Suite 600  
Richmond, VA 23219

RE: 438-2008-01993

Dear Ms. Lennox:

I am in receipt of the Dismissal and Notice of Rights signed July 29, 2010 ("Dismissal").

Pursuant to the "Information Related to Filing Suit Under the Laws Enforced by the EEOC" form enclosed with the Dismissal--specifically, the section entitled "Attorney Referral and EEOC Assistance"--I am writing to obtain a copy of the information in EEOC's files relating to my complaint.

Thank you in advance for promptly forwarding the contents of my file to the address below.

Sincerely,

---

T. Clifford Hancuff



## Applications for Transfer of Control in Mergers and Acquisitions

Telecommunications carriers seeking to transfer assets or corporate control in mergers and acquisitions must first receive approval from the FCC. The Commission examines the public interest impact of a proposed domestic or international transaction.

Pursuant to Section 214 of the Communications Act of 1934 (link in left-hand navigation panel), sections 63.02 and 63.04 of the Commission's rules govern procedures for domestic transfer of control/asset applications. The rules also:

- Provide guidance on pro forma transfers
- Provide for jointly-filed applications for domestic and international services
- Describe six categories of transactions that are presumptively accorded streamlined treatment resulting in an automatic grant 31 days following public notice of the application.

Carriers must file a discontinuance application when an acquisition will result in a reduction or impairment of service.

In any transaction, carriers acquiring all or part of another carrier's subscriber base must notify subscribers and meet other requirements in section 64.1120(e) of the Commission's rules.

International mergers and acquisitions are subject to section 63.24 of the FCC's rules. International applications are reviewed by the International Bureau.

### **Pending Domestic Applications**

Pending Domestic Applications						
Applicant/Trade Name	App Type	Dom. No.	Pub. Notice Date	Pub. Notice	Comments (Remarks)	Submitted
CHEN HONG FAY	TC	10-10	09/07/10	09/10/10 Marked PH	10/12/2010 10/13/2010	
Chen HONG FAY	TC	10-204	10/05/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG FAY		10-270	10/09/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG FAY SHI	TC	10-10	10/04/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG	TC	09-05	09/11/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG HONG HONG	C	09-188	08/24/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG HONG HONG	TC	10-10	09/10/10	09/10/10 Marked PH	10/13/2010 10/13/2010	NO
CHEN HONG HONG HONG	TC	10-172	08/24/10	09/10/10 Marked PH	10/13/2010 10/13/2010	YES
CHEN HONG HONG	TC	09-008	09/01/10	09/10/10 Marked PH	10/13/2010 10/13/2010	C
CHEN HONG HONG HONG	TC	10-269	09/01/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG HONG HONG	TC	10-163	09/25/10	09/10/10 Marked PH	10/13/2010 10/13/2010	
CHEN HONG HONG HONG HONG	TC	10-172	08/24/10	09/10/10 Marked PH	10/13/2010 10/13/2010	NO
CHEN HONG HONG HONG	AA	10-151	10/15/10	09/10/10 Marked PH	10/13/2010 10/13/2010	NO
CHEN HONG HONG HONG	TC	10-10	09/12/10	09/10/10 Marked PH	10/13/2010 10/13/2010	NO
CHEN HONG HONG HONG HONG	AA	10-37	09/10/10	09/10/10 Marked PH	10/13/2010 10/13/2010	NO

**\*Legend**

Type of Transaction	Abbreviation
Acquisition of Assets	AA
Transfer of Assets	TA
Transfer of Control	TC
Merge	ME

*(last reviewed/updated on October 08, 2010)*

